

Mayo Clinic Health System is currently in contract negotiations with hospital registered nurses being represented by the Minnesota Nurses Association (MNA) in Mankato. Mayo Clinic Health System values our nurses and the important work they do in providing high quality care for our patients. We are committed to fair and productive contract negotiations that yield positive outcomes for our patients, our nurses and our hospital.

Today we expected again to engage in substantive discussions regarding important contract issues brought forth by both sides. Standard practice dictates these negotiations take place with MNA's elected negotiation team in a closed setting. Without prior notice, dozens of nurses outside of the six-member team had been invited to the meeting.

While Mayo Clinic Health System in Mankato's negotiating team listened intently to nurses who shared personal anecdotes about work experiences, the team deemed it improper for the bargaining portion of the meeting to take place with an audience in an open setting.

It is unfortunate that we have yet to reach an agreement during our negotiations, but we fully plan to continue to meet with MNA in good faith with hopes of reaching a contract agreement acceptable to all parties.

As always, our focus remains on ensuring our patients receive safe, high-quality health care, as well as the well-being of all of our staff. As such, fostering an environment of safety and security for our nursing staff is vital.

Mayo Clinic Health System provides all nurses with violence training and de-escalation training, as well as protocols and techniques for identifying and interacting with violent patients. There are also "emergency" buttons strategically located in treatment areas for quick and easy contact with security.

Our comprehensive security policy mandates that all security threats – including violence or threats of violence, destruction of property, written or verbal harassment or harassing surveillance – be immediately reported and thoroughly investigated. In the event of a security incident, we're committed to providing our employees with immediate and long-term support through our employee assistance program, which includes counseling.

Safety committees enact policy changes and new tactics, set goals, track improvements and communicate changes with staff. We have ongoing discussions with our nurses that help inform our policies.

As always, our mission is to provide the best care to every patient, and we can only do that when our employees feel safe and secure while treating those patients. As always, we will continue to foster an environment of safety and security for everyone.

**Laura K. Evenson, R.N.**  
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